

Growing WORKFORCE connections

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Rose departs cabinet

By Janet Williams Hoover, Communications Director

Leaves a legacy of great growth, sweeping changes



Allen D. Rose, who left his post as cabinet secretary on May 21, is greeted by Department for Employment Services Commissioner James Thompson, right, at a reception before Rose's departure.

"A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go but ought to be." —

Rosalynn Carter, Former First Lady

These words aptly describe the visionary leadership that former Cabinet for Workforce Development Secretary Allen D. Rose exhibited during his six years at the helm of an agency that is recognized nationally as a leader in the employment, education and training arena.

Rose left the cabinet in May to accept a position leading a new and unique partnership between the Jefferson Community and Technical College District and the Sullivan University System. In his new role, Rose will work as a liaison between the institutions and area business and industry, exploring and developing workforce training opportunities.

Throughout his tenure as cabinet secretary, Rose challenged the leadership and staff of the cabinet's six agencies to focus on quality

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Lile assumes post

To carry on with the high standards set by Secretary Rose, Willie Lile was appointed as the cabinet's fifth secretary.

Bringing to the job 24 years of state government experience, Lile served 19 months as executive director of the CWD Office of



Sec. Willie H. Lile

Quality and Human Resource Services before becoming cabinet secretary. In this position, she worked alongside Rose as a major advisor and member of the cabinet management team.

"I'm excited and proud to be a part of the Cabinet for Workforce Development," Lile said. "I am honored to have been selected as cabinet secretary. I will strive to maintain the excellence for which this cabinet is so well known.

"It's critical that we strengthen one-stop career centers to provide employers and job

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Adult education agency moves to CPE

Kentucky's adult education and literacy program has taken its place alongside postsecondary education.

The Department for Adult Education and Literacy, which was an agency of the Cabinet for Workforce Development (CWD), has been abolished. The management of adult education programs has been transitioned to the Council on Postsecondary Education (CPE).

This move is the next step in a process that began with the implementation of the Adult Education Reform Act in July 2000. Since that time, CPE has overseen adult education policy issues and some funding. Other program functions have remained under the management of the department and CWD.

Dr. Cheryl King, who has had a joint appointment with CWD and CPE since May 2000, will remain associate vice president for adult education at CPE.

"Raising the education and literacy levels of adults in Kentucky is vital to strong economic development and enhanced quality of life," said Gov. Paul E. Patton. "We've seen remarkable adult education achievements in the past few years but we still have much to accomplish.

"Providing adult education the highest possible profile by putting it alongside postsecondary education will help the program to continue its momentum and reach the next level of achievement."

Enrollment in adult education programs has increased from 51,177 in fiscal year 2000 to 86,413 in fiscal year 2002. Enrollment for the 2003 fiscal year is expected to exceed 90,000.

In fiscal year 2002, 14,651 people earned GEDs in Kentucky, up from 12,553 in fiscal year 2000. In addition, the percentage of GED graduates enrolling in postsecondary education has increased from 12 percent in 2000 to 18 percent in 2002. Employees enrolled in workplace adult education increased from 11,000 in 2001 to 22,000 in 2002.

More CWD information is available at workforce.ky.gov. More adult education information is available at adulthood.state.ky.us and www.kyvae.org/.

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New on-line labor market info for employers

By Kim Saylor Brannock, Staff Writer
Office of Communication Services

The labor market is constantly changing, and employers have asked for a reliable source that provides the latest national, state and local information in an easy-to-use format. That describes the new Workforce Kentucky Web site at workforcekentucky.ky.gov.

“Workforce Kentucky will keep up with the constantly changing facts, statistics and information associated with Kentucky residents and their work — facts that are essential in keeping Kentuckians informed and helping them make good decisions,” said Kentucky Department for Employment Services Commissioner James Thompson.

Current employment statistics, job descriptions, educational requirements, future job growth, wage data, a business and industry directory, industry and job comparisons and census information are just a few topics that are included in this new interactive site.

The site has job search capabilities, information on starting and expanding a business, profiles of each Kentucky county and the ability to compare counties. You also can choose the information and locations that interest you with the “My Site” tool and save it for frequent use.

“This is more than a site with lots of graphs and lists. You can design the site so that it reflects your interests and needs,” Thompson said.

To keep the site from overwhelming its users, tours of the various functions and data help visitors learn the site and its tools. The site is designed with a variety of users in mind. It targets employers, job seekers, students, market analysts, teachers and trainers.



“This Web site supports our overall purpose of assisting employers in finding the best qualified workers for their job openings and business growth needs while providing job seekers and other workforce customers with information about the state’s workforce,” Thompson said.



If you’re in business and you’re not using this program, you’re falling behind.

Bob Wayman, Unilever plant manager, Owensboro

Work Keys IDs skilled workers

By Janet Williams Hoover, Communications Director

The Cabinet for Workforce Development (CWD) and the Kentucky Community and Technical College System (KCTCS) have introduced a new certification to help employers identify individuals who have basic employment skills and are ready for work.

To earn a Kentucky Employability Certificate, individuals are tested in reading, applied math and locating information through the Work Keys assessment tool, which is widely used in the private sector to analyze jobs and assess employee skill levels. Work Keys is a product of ACT Inc., a nonprofit organization best known for the ACT college entrance exam.

As a result of the testing, individuals earn an employability certificate or identify areas in which they need further instruction.

Bob Wayman, plant manager for Unilever in Owensboro, heartily endorses the assessments.

“If you’re in business and you’re not using this program, you’re falling behind,” he told a group of Owensboro businesspeople at a recent statewide kick off of the certificate.

Wayman said all maintenance and operating technician employees at his plant have recently been assessed through the Work Keys system.

“We now have a tool to help our people improve their individual performance,” he said. “I’m doing this because it makes good business sense.

“We see the education of the workforce as the absolute key to being competitive in the future. We’re doing this so we can maintain our competitive advantage.”

The certificates are issued by the Kentucky Workforce Investment Board (KWIB), which oversees the commonwealth’s workforce development system. Ken Oilschlager is KWIB chairman and president and CEO of the Kentucky Chamber of Commerce.

“The employability certificate confirms that an individual possesses basic skills in reading, math and finding information — skills that all jobs require,” Oilschlager said. “The certificate is a standardized credential that says the holder is job ready.”

The Kentucky Employability Certificate has been endorsed by Associated Industries of Kentucky, Bluegrass Chapter of the Society for Human Resource Management, CWD, Council on Postsecondary Education, Department for Adult Education and Literacy, Kentucky Chamber of Commerce, KCTCS, Kentucky Society for Human Resource Management and the Kentucky State District Council of Carpenters.

Contact information. Employers or individuals who want more information about the employability certificate can contact Nancy Laprade at (502) 564-6606.

State of the state's educated

Percentage of young adults with high school degrees above national average, but more work lies ahead

By Alicia Crouch, Research Analyst
Office of Workforce Analysis and Research

The results are in. Education reform and continuing adult education in Kentucky are paying off.

Between 1990 and 2000, Kentucky's workers significantly enhanced their educational attainment. In 2000, Kentuckians aged 25-34 were more likely to have a high school degree than persons nationwide, 84.2 percent compared to 83.9 percent, according to the United States Bureau of the Census.

Overall, the percentage of Kentuckians aged 25 and older with a high school degree or GED increased from 64.6 percent to 74.1 percent, the largest percentage change in the nation. Kentucky also showed the most improvement in the percentage of people with associate degrees, was fourth in bachelor's degrees and twenty-first in graduate/professional degrees.

Although Kentucky's gains largely stemmed from considerable educational progress among the younger adult population,

there were educational advancements in the mature adult workforce (those aged 35-64) as well, due to domestic in-migration and the continued education of adults.

For example, in 1990 the age group 25-34 had a high school graduation rate of 79.2 percent, but by 2000, the same group, now ages 35-44, had a high school graduation rate of 82.3 percent partly because of an increase in the number of people getting their GEDs.

While Kentucky has made tremendous strides in its educational attainment in the last decade, there is still much ground to be covered. Kentucky's adult population aged 25 and older ranked 49th for percentage of persons with a high school degree or GED, ranked 46th for associate degree, 47th for bachelor's degree and 37th for graduate/professional degree, according to the United States Bureau of the Census.

One of the ways that Kentucky is meeting its educational challenges is emphasizing lifelong learning. Kentucky set records for

GED graduates and adult education enrollment in fiscal year 2002. In that 12-month period, 14,651 Kentuckians earned GEDs, compared to 13,939 the previous year. Enrollment in adult education programs was 86,413 in fiscal year 2002, surpassing the goal of 75,000 students. Adult education enrollment in fiscal year 2001 was 62,734 students.

As the commonwealth continues to emphasize high school graduation and GED completion, Kentucky will become more competitive. These educational achievements provide the fundamental foundation for a better-educated workforce, and it is widely recognized that a better-educated workforce attracts skilled jobs that fuel economic development.

Adult education and literacy services are provided free of charge through adult learning centers in every county. For information about adult education, call toll-free (877) 740-4357, or check out adulthood.state.ky.us and www.kyvae.org/.



Kentuckians with a high school credential increase their earnings by 37 percent over Kentucky residents who do not finish high school.

Correction: Loretta Flores was identified as a GED graduate in a photograph in the Spring 2003 Growing Workforce Connections newsletter. She is, instead, an External Diploma Program (EDP) graduate.



Growing a strong workforce for the Bluegrass State
Cabinet for Workforce Development

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Rose *cont. from front page*

customer service, flexibility, continuous improvement and excellence. These challenges led to many changes and ultimately to remarkable accomplishments.

During Rose's tenure at a cabinet consisting of six departments, more than 2,000 employees, 130 field offices, 52 technical schools and a \$1 billion budget:

- Records were set in adult education participation and GED attainment.
- The six CWD agencies made approximately 475,600 job placements, or 261 job placements every working day during the administration. Job placements included 34,000 Kentuckians with disabilities.
- Kentucky was one of the first states to implement the federal Workforce Investment Act (WIA) and has received federal incentive funding for meeting WIA performance standards all three years the funding has been available.
- The One-Stop Career Center system was greatly expanded and enhanced.
- The Kentucky Workforce Investment Board was formed and has exerted leadership in furthering the commonwealth's workforce development system.

➤ The cabinet's vocational rehabilitation agencies were ranked fifth in the nation.

➤ Technical education for high school students was expanded and enhanced through efforts such as dual credit programs with postsecondary institutions and the establishment of information technology academies.

➤ Two major case management and customer service computer systems were developed and implemented.

➤ An annual Education Pays Scholarship program was established.

➤ The cabinet implemented a wide-ranging redesign to make services more flexible and to streamline and improve dozens of internal processes.

"Allen Rose admirably served the people of Kentucky with unparalleled enthusiasm and vision for developing a better workforce for the commonwealth," Gov. Paul E. Patton said. "Under his watch, the Cabinet for Workforce Development has excelled and Kentucky is better for it."

Lile *cont. from front page*

seekers with as much support as possible," said Lile. "We connect employers with the options they need to build their business and individuals with help to make them job ready, and the best way to accomplish that is to make services accessible at the local level."

Lile stresses that education and training are key to Kentucky's economic success.

"We have an obligation to strengthen and provide educational opportunities and resources for Kentucky citizens," she said. "There are many resources available to help people access the education and training they need, and it's our job to connect them to those services."

Lile has in-depth experience in personnel and fiscal and facilities management in the Kentucky Labor Cabinet and Finance and Administration Cabinet. She served as deputy commissioner of the Department of Workers Claims for seven years and four years as executive director of the department's Office of Administrative Services.

Lile earned a master's degree in public affairs from Kentucky State University in 1982. She earned a bachelor's degree in 1978 from Eastern Kentucky University, where she had a double major in psychology and sociology and a double minor in education and political science.



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